

INTERMOUNTAIN REGION

CARLSBAD CAVERNS NATIONAL PARK

FISCAL YEAR 2003
ANNUAL PERFORMANCE REPORT



APPROVED BY:

/s/ Mary Gibson Scott

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Carlsbad Caverns National Park

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BACKGROUND

This annual performance report is in response to the Government Performance and Results Act of 1993 (GPRA). The GPRA mandated a new way of doing business in the Federal Government. The Act clearly articulates a roadmap directing specific milestones; improving program efficiency and effectiveness, articulating spending accountability to the American people; and promoting a new focus on results, service quality and customer satisfaction.

The National Park Service (NPS) prepared a servicewide strategic plan, that provided the framework and direction needed to comply with this new mandate. Four goal categories were developed to provide basic direction to develop individual strategic plans for each unit of the National Park System.

Goal Category I: Preserve Park Resources. The mission and long-term goals in Goal Category I are inclusive of the mandate regarding parks in the NPS Organic Act:

“...to conserve the scenery and the natural and historic objects and the wild life therein...”

Subsequent legislation reinforced and expanded this mission. All NPS goals that deal with resource preservation in parks and the acquisition of knowledge from and about the resources to meet this mandate are appropriate to this category.

Goal Category II: Provide for the Public Enjoyment and Visitor Experience of Parks. The mission and long-term goals in Goal Category embrace the mandate in the NPS Organic Act:

“...to provide for the enjoyment of the (resources) in such manner and by such means as will leave them unimpaired for the enjoyment of future generations.”

Subsequent legislation reinforced and expanded this mission. All NPS efforts for visitor satisfaction, enjoyment, safety appreciation, and understanding of park resources and facilities are appropriate to this category.

Goal Category III: Strengthen and Preserve Natural and Cultural Resources and Enhance Recreational Opportunities Managed by Partners. The legislated formal partnerships in historic preservation, nationally significant natural resource, recreation, and conservation help fulfill the NPS’s mission. They extend the NPS mission to non-NPS units.

Goal Category IV: Ensure Organizational Effectiveness. The goals in Goal Category IV support the NPS mission. This category generally relates to efficient and effective governmental processes rather than to the results of those processes. These goals measure workplace standards such as diversity and competency levels, as well as program efficiencies, such as accuracy of construction cost estimates.

Goals in Category IV are the ways that the NPS has chosen to better accomplish its mission of protecting park resource, providing for visitor understanding and enjoyment, and assisting others in preserving their resources and the enjoyment of these resources by their constituents.

Carlsbad Caverns National Park Goals. Using the four goal categories, the NPS developed a five-year strategic plan with long-term goals designed to achieve the mission goals of the NPS. Annual goals are the increments that show a park's progress toward achieving the long-term goals. This report is the fiscal year 2003 achievements for Carlsbad Caverns National Park.

PARK MISSION STATEMENT

Conserve park resources and provide for understanding, appreciation and enjoyment of those resources for the present and future generations while fostering a personally fulfilling, safe and productive work environment.

PARK PURPOSE

The purpose of Carlsbad Caverns National Park are the reasons the park was established and set aside as a unit of the National Park System. Purpose statements represent commonly held beliefs grounded in the legislation that established the park, the related legislative history, and subsequent supporting documentation. The following purpose statements provide the foundation for determining what is appropriate in the park.

- Preserve and protect cave resources, the Chihuahuan Desert ecosystem, and the Capitan Reef in Carlsbad Caverns National Park, as well as associated natural and cultural resources.
- Provide a range of opportunities for public use, enjoyment, and understanding, while minimizing impacts on park resources and natural processes.
- Facilitate research to provide a continuum of information in support of park interpretation and management decision, and the general body of scientific knowledge.

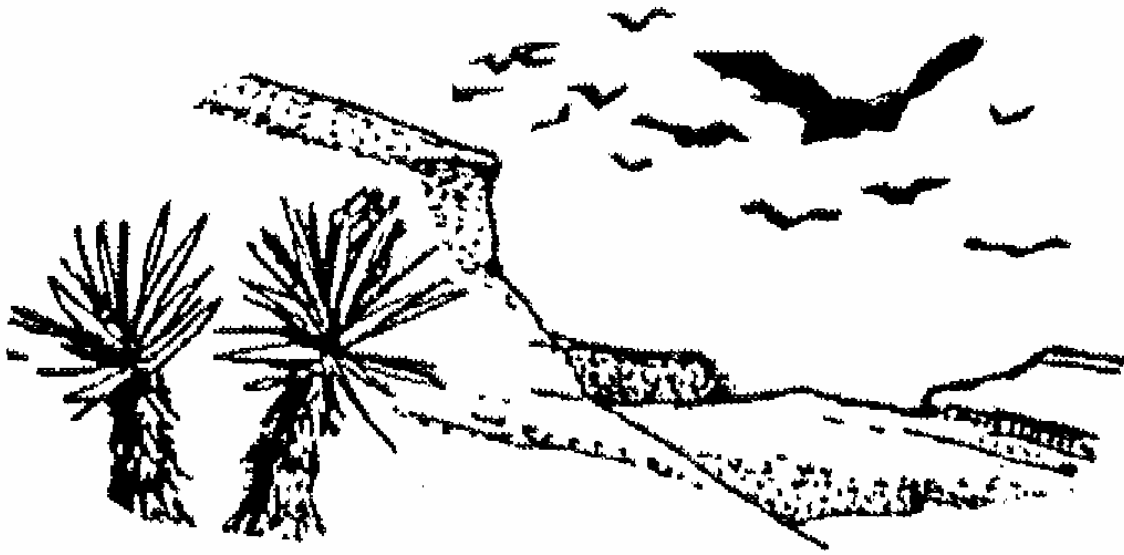
PARK SIGNIFICANCE

Statements of significance clearly define the most important things about the park's resources and values. They serve as the foundation for developing primary interpretive themes and desirable visitor experiences. Significance statements help park managers and staffs focus on the preservation and enjoyment of those attributes that directly contribute to the purpose of the park and that must be protected.

- Carlsbad Caverns National Park, universally recognized as a World Heritage site, contains the deepest limestone cave in the United States and the largest easily accessible cave room in the world.
- Carlsbad Cavern, one of more than 100 caves in the park, reveals surprisingly huge chambers and formations unsurpassed in variety and beauty.
- Lechuguilla Cave contains some of the world's most spectacular speleothems, including features found nowhere else in the world.
- The caves of Carlsbad Caverns National Park have been formed through the process of sulfuric acid dissolution, a distinctly different process from most caves in the world.
- Carlsbad Caverns National Park provides a sanctuary for an easily viewed, world-famous colony of Mexican free-tailed bat species, as well as other species, some of which are rare and endangered.
- Carlsbad Caverns National Park preserves one of the best exposures of Permian-aged fossil reefs in the world.
- Remarkable new species of microbes continue to be discovered in the caves of Carlsbad Caverns National Park, offering great potential for research and understanding.
- The nature and extent of water-created cave formations found just beneath this desert landscape provide opportunities to understand past and present climates here, including Pleistocene-era environments.
- Carlsbad Caverns National Park protects a wide range of important fossil resources, including one of the continent's most diverse assemblages of undisturbed Pleistocene fauna.
- Carlsbad Caverns National Park protects a significant intact portion of the Chihuahuan Desert ecosystem, the most biologically diverse desert ecosystem in North America.
- Over 75% of Carlsbad Caverns National Park is federally designated as Wilderness where visitors can experience a natural sound environment, Class I air quality, clear night skies, expansive vistas, and opportunities for solitude.
- The cultural resources of the park include two National Register historic districts, 30 historic structures, the Rattlesnake Springs cultural landscape, and nearly a million museum objects, reflecting enduring and diverse use of this desert landscape.
- Carlsbad Caverns National Park protects more than 200 surface and subsurface pictographs, including examples of rock art, which are unusual in the deep-cave dark zone.
- Thirteen Native American tribes have longstanding and ongoing relationships with the landscape that is now Carlsbad Caverns National Park.
- Surrounded by desert, Rattlesnake Springs is an important riparian area and is populated by a rich diversity of birds, including neo-tropical migrants.

GOAL CATEGORY I

PRESERVE PARK RESOURCES



NATURAL FIRE

NPS Servicewide Mission IaO

By September 30, 2005, the natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Park Long-Term Goal IaO (CAVE-30)

By September 30, 2005, the natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Park Annual Goal IaO (CAVE-30)

By September 30, 2003, natural fire regimes are restored to 500 (1%) of 47,000 acres of the Carlsbad Caverns National Park ecosystem as prescribed by the 2002 Fire Management Plan.

- Work is continuing on the Fire Management Plan.

ACHIEVEMENTS

Goal was achieved.

ONPS - \$90,000

FTE 1.03

ACCOMPLISHMENTS

- Throughout the fiscal year, fire management plan meetings, including open houses with the public, were held to keep the planning process on track.
- Continued to edit and review the draft Fire Management Plan and associated environmental impact statement.
- Park staff attended State Historic Preservation Office (SHPO) training.
- Section 106 compliance was done for all proposed federal actions.
- No prescribed fires at the park were accomplished/achieved this year.

DISTURBED LAND RESTORATION

NPS Servicewide Mission Goal Ia1A

By September 30, 2005, 10.1 % of targeted parklands, disturbed by development or agriculture, as of 1999 (22,500 of 222,300 acres) are restored.

Park Long-Term Goal Ia1A (CAVE-01)

By September 30, 2005, 10.1% of targeted parklands, disturbed by development or agriculture, as of 1999 (22,500 of 222,300 acres), are restored.

Park Annual Goal Ia1A (CAVE-01)

By September 30, 2003, six (6%) of approximately 90 acres of targeted lands within Carlsbad Caverns National Park, which were disturbed by physical development (as of FY99), will be restored.

- Work in 2003 will include inventorying, mapping and prioritizing the activities involving the disturbed lands. Site preparation and native plant species will be identified.

ACHIEVEMENT

| | | |
|------------------------|-----------------|----------|
| Goal was not achieved. | ONPS - \$28,000 | FTE 0.30 |
|------------------------|-----------------|----------|

ACCOMPLISHMENTS

- Archeological surveys were conducted on three trails and two road shoulders in preparation for maintenance projects.
- The Cultural Landscape Inventory (CLI) draft was reviewed and edited. The final draft CLI was approved.
- Although no lands were restored, all identified disturbed lands were monitored for exotic plants and erosion.

Reason for not achieving this goal:

The Resources Stewardship and Science (RS&S) division did not meet this goal in FY03. The park has not adequately inventoried or surveyed its disturbed lands. Park priorities have targeted other areas for emphasis and plan on completing the necessary inventory and survey work at a later date.

EXOTIC VEGETATION SPECIES

NPS Servicewide Mission Goal Ia1B

By September 30, 2005, Exotic vegetation on 6.3% of targeted acres of parkland (176,500 of 2,656,700 acres) is contained.

Park Long-Term Goal Ia1B (CAVE-02)

By September 30, 2005, Exotic vegetation on 6.3% of targeted acres of parkland (176,500 of 2,656,700 acres) is contained.

Park Annual Goal Ia1B (CAVE-02)

By September 30, 2003, exotic plants on twelve (10%) of approximately 120 acres of targeted lands (with exotic plants) within Carlsbad Caverns National Park, will be treated, and the exotic plants will be contained.

- Prior to any treatment, the staff will inventory, map, determine appropriate treatment methods and prioritize the activities.

ACHIEVEMENTS

Goal was achieved.

ONPS - \$91,000

FTE 1.32

ACCOMPLISHMENTS

- The park spent over 100 hours hand pulling annual exotic plants, treating perennials with herbicide and mechanically removing seed heads.
- The park assisted the Exotic Plant Management Team during their three work details within the park.
- Staff monitored new infestations and prepared the exotic plant removal work plan for FY04.
- The accomplishment of this goal was a team effort with many park employees working together (Resources Stewardship and Science (RS&S) division, Exotic Plant Management Team, Park Management, Administrative Support Staff, Administrative Staff, etc.).

THREATENED AND ENDANGERED SPECIES

NPS Servicewide Mission Goal Ia2B

By September 30, 2005, 19% of the 1999 identified park populations (84 of 442) of federally listed threatened and endangered species with critical habitat on park lands or requiring NPS recovery actions have an improved status, and an additional 18.1% (80 of 442) have stable populations.

Park Long-Term Goal Ia2B (CAVE-03)

By September 30, 2005, 19% of the 1999 identified park populations (84 of 442) of federally listed threatened and endangered species with critical habitat on park lands or requiring NPS recovery actions have an improved status, and an additional 18.1% (80 of 442) have stable populations.

Park Annual Goal Ia2B (CAVE-03)

By September 30, 2003, all (100%) of the federally endangered Lee's pincushion cactus population within Carlsbad Caverns National Park is determined to be stable.

- Inventorying, mapping and monitoring will be part of determining the stability of this population. Park staff will also work on refining the species distribution model.

ACHIEVEMENTS

| | | |
|--------------------|-----------------|----------|
| Goal was achieved. | ONPS - \$71,000 | FTE 1.20 |
|--------------------|-----------------|----------|

ACCOMPLISHMENTS

- Park staff worked on inventory and mapping of the Lee's pincushion cactus to determining the stability.
- Park staff coordinated surveys and protection actions for road and trail projects.
- Continued working on field identification protocols.
- A Biological Assessment was prepared for three federally listed species.

NATIVE SPECIES OF SPECIAL CONCERN

NPS Servicewide Mission Goal Ia2X

By September 30, 2005, 63% of populations of plant and animal species of special concern are at scientifically acceptable levels.

Park Long-Term Goal Ia2X (CAVE-04)

By September 30, 2005, 63% of populations of plant and animal species of special concern are at scientifically acceptable levels.

Park Annual Goal Ia2X (CAVE-04)

By September 30, 2003, three (38%) of eight species of concern or targeted state-listed endangered species within Carlsbad Caverns National Park (Bell's vireo, Mexican free-tailed bat, cave swallow, mountain lion, mule deer, gray-banded king snake, fringed myotis bat and green throated darter) are surveyed for population status and determined to be at scientifically acceptable levels.

- Prior to beginning any project, park staff will inventory, monitor and map the identified species. This will help determine proper and scientific methods for any activity that may affect that species.

ACHIEVEMENTS

Goal was achieved.

ONPS - \$101,000

FTE 1.41

ACCOMPLISHMENTS

- The Bell's Vireo monitoring project at Rattlesnake Springs was implemented.
- A project to study Mexican Free-Tailed Bat dispersal patterns and to evaluate colony size using night vision and acoustical technology, and photography was completed.
- The second year of a long-term mountain lion DNA project was completed.
- Park staff participated in advisory meetings for the Gray-Banded Kingsnake State Recovery Plan.
- No funds were expended on the cave swallow monitoring initiative.

AIR QUALITY

NPS Servicewide Mission Goal Ia3

By September 30, 2005, Air quality in 70% of reporting parks has remained stable or improved.

Park Long-Term Goal Ia3 (CAVE-35)

By September 30, 2005, Air quality in 70% of reporting parks has remained stable or improved.

Park Annual Goal Ia3 (CAVE-35)

By September 30, 2003, air quality in Carlsbad Caverns National Park, a Class I air quality area, improves or does not degrade from 1998 baseline conditions.

- Carlsbad Caverns National Park does not have an air quality monitoring station. Data is obtained from Guadalupe Mountains National Park (30 miles away).

ACHIEVEMENTS

Goal was achieved.

ONPS - \$ -0-

FTE 0.03

ACCOMPLISHMENTS

- Park staff attended the NPS air quality conference and assisted contractors with a park emissions inventory.
- Data was obtained from Guadalupe Mountains National Park (30 miles south of the park).

WATER QUALITY

NPS Servicewide Mission Goal Ia4

By September 30, 2005, 85% of Park units will have unimpaired water quality.

Park Long-Term Goal Ia4 (CAVE-05)

By September 30, 2005, 85% of Park units will have unimpaired water quality.

Park Annual Goal Ia4 (CAVE-05)

By September 30, 2003, Carlsbad Caverns National Park has unimpaired water quality.

- The water supply for the park, Rattlesnake Springs, is routinely monitored and to date has had no water quality problems.

ACHIEVEMENTS

| | | |
|--------------------|-----------------|----------|
| Goal was achieved. | ONPS - \$70,000 | FTE 1.17 |
|--------------------|-----------------|----------|

ACCOMPLISHMENTS

- The water system was maintained, monitored and operated in accordance with NPS, US Public Health Service, and New Mexico Environment Department regulations.
- Vegetation and potential pollution vectors were controlled at Rattlesnake Springs and the well house.
- The park contracted with USGS to monitor the water flow at Rattlesnake Springs and to upgrade stream flow gauges.

HISTORIC STRUCTURES

NPS Servicewide Mission Goal Ia5

By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.

Park Long-Term Goal Ia5 (CAVE-06)

By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.

Park Annual Goal Ia5 (CAVE-06)

By September 30, 2003, 18 (60%) of the 30 Carlsbad Caverns National Park historic structures listed on the 1999 List of Classified Structures (LCS) are in good condition.

- Cyclic work, including roofing repairs, painting and termite mitigation will take place on existing structures. Work is planned by maintenance to bring one additional structure up to good condition.

ACHIEVEMENTS

Goal was not achieved.

ONPS - \$44,000

FTE 1.73

ACCOMPLISHMENTS

- The park performed rehabilitation, preventive maintenance, and painting to upgrade the condition of existing structures.
- A termite assessment was accomplished for the historic structures and preliminary planning for repairs and termite treatments was completed.
- Staff drafted PMIS Statements for Maintenance of historic structures and prepared Sec. 106 Clearances for preventative maintenance on structures.
- All NEPA/106 compliance was completed for proposed maintenance work on historic structures.

Reason for not achieving this goal:

The paperwork to update the LCS database and get the Regional Director's approval was not completed/accomplished for Carlsbad Caverns National Park historic structures. It will be accomplished in FY04.

Fourteen of the 30 Carlsbad Caverns National Park historic structures are in good condition.

PARK MUSEUM COLLECTIONS

NPS Servicewide Mission Goal Ia6

By September 30, 2005, 73.4% of preservation and protection standards for park museum collections are met.

Park Long-Term Goal Ia6 (CAVE-07)

By September 30, 2005, 110.1 (73.4%) of the 150 preservation and protection standards for park museum collection are met.

Park Annual Goal Ia6 (CAVE-07)

By September 30, 2003, 86 (57%) of the 150 preservation and protection, standards for Carlsbad Caverns National Park's museum collection are met.

- Monitoring existing collections, developing project statements and funding requests to improve conditions, and re-housing existing collections are directed at meeting more of the standards this year. A new collection storage facility has been purchased that should assist with meeting more standards. Some of the standards the park currently reports to may change with the new facilities.

ACHIEVEMENTS

Goal was achieved.

ONPS - \$55,000

FTE 0.46

ACCOMPLISHMENTS

- The new museum collection storage facility was completed. The collection was packaged and transferred to the new building without incident.
- The annual museum inventory was completed on time.
- Park staff developed PMIS project proposals to fund work to bring the collection up to standards.
- Monitoring existing collections, developing project statements and funding requests to improve conditions and re-housing existing collections are directed at meeting more of the standards this year. A new collection storage facility has been purchased that should assist with meeting more standards. Some of the standards the park currently report on may change with the new facilities.
- The park's museum collection was moved into a new Bally storage unit. The arrangement of standard museum cabinets was changed from being stacked two high to standard museum cabinets stacked only one high. The old bases that raised the cabinets off the floor no longer functioned as the wheels had flattened from the pressure of two stacked cabinets. The cost of alleviating this deficiency alone is about \$10,000 (bases need to be constructed or purchased for all cabinets). Other deficiencies include the lack of a light meter to measure UV light, UV filters for all the new lights, a more secure door and lock, etc.

CULTURAL LANDSCAPES

NPS Servicewide Mission Goal Ia7

By September 30, 2005, 33.1% of the cultural landscapes on the 1999 Cultural Landscapes Inventory with condition information are in good condition (119 of 359).

Park Long-Term Goal Ia7 (CAVE-08)

By September 30, 2005, 33.1% of the cultural landscapes on the 1999 Cultural Landscapes Inventory with condition information are in good condition (119 of 359).

Park Annual Goal Ia7 (CAVE-08)

By September 30, 2003, 50% (one of two) of Carlsbad Caverns National Park cultural landscapes on the 1999 Cultural Landscapes Inventory with condition information are in good condition.

- The IMR Cultural Landscapes staff is working with park staff in completing this process.

ACHIEVEMENTS

| | | |
|--------------------|-----------------|----------|
| Goal was achieved. | ONPS - \$44,000 | FTE 0.25 |
|--------------------|-----------------|----------|

ACCOMPLISHMENTS

- The draft Cultural Landscape Inventory (CLI) was reviewed and edited and the final approved.
- Park staff assisted IMR staff by researching a variety of CLI issues.

ARCHEOLOGICAL SITE MAINTENANCE

NPS Servicewide Mission Goal 1a08

By September 30, 2005, 50% of the FY1999 recorded archeological sites with condition assessments are in good condition (7,470 of 14,940 sites).

Park Long-Term Goal 1a08 (CAVE-09)

By September 30, 2005, 50% of the FY1999 recorded archeological sites with condition assessments are in good condition (7,470 of 14,940 sites).

Park Annual Goal 1a08 (CAVE-09)

By September 30, 2003, the number of Carlsbad Caverns National Park known archeological sites in the National Park Service Archeological Sites Management Information System (ASMIS) without condition assessment, and/or not on ASMIS is 100% (121).

- The staff is working on project statements and funding requests to obtain official condition assessments. The sites will then be listed on ASMIS.

ACHIEVEMENTS

| | | |
|--------------------|-----------------|----------|
| Goal was achieved. | ONPS - \$48,000 | FTE 0.37 |
|--------------------|-----------------|----------|

ACCOMPLISHMENTS

- Park staff completed the ASMIS report and developed funding proposals to assist staff in data management.
- No new sites were added to the system.
- There is no Archeologist at Carlsbad Caverns National Park. Park staff includes one full-time Museum Specialist (annuitant; retired federal service archeologist) and one temporary part-time Museum/Archive Technician (trained as an archeologist) who also performs many of the duties of a park Archeologist. The available staff accomplishes simple, short surveys; records sites on state archeological site forms; writes statements of work; and oversees the work of contract archeologists. Site condition information was not added to the ASMIS database because of limited staff, time and funding.
- Assistance for assessing conditions of sites and entering data into ASMIS is being sought for FY04 from the IMSO-SF.
- The park Annual Goal 1a08 (CAVE-09) for FY04 will read as follows:

By September 30, 2004, the number of Carlsbad Caverns National Park known archeological sites in the National Park Service Archeological Sites Management Information System (ASMIS) with condition assessment is 25% (30 sites).

GEOLOGIC RESOURCES – CAVE FLOORS

NPS Servicewide Mission Goal Ia9B

By September 30, 2005, 72,500 square feet of cave floors in parks is restored.

Park Long-Term Goal Ia9B (CAVE-10)

By September 30, 2005, 72,500 square feet of cave floors in parks is restored.

Park Annual Goal Ia9B (CAVE-10)

By September 30, 2003, 1500 (30%) of approximately 5000 square feet of targeted cave floors within Carlsbad Caverns National Park, which were disturbed by human compaction or activities (as of FY00) will be restored.

- The cave floors are just one of the areas targeted for restoration (see Goal Ia09B). Prior to work beginning, an inventory, map and list of priorities will be completed to ensure the best and most appropriate work is accomplished.

ACHIEVEMENTS

Goal was achieved.

ONPS - \$260,000

FTE 4.31

ACCOMPLISHMENTS

- A major project to reroute wiring, remove old wire and outlets, install new outlets and upgrade electrical system was completed in Carlsbad Cavern.
- The old underground lunchroom rubble removal project was approved and plans made to initiate project.
- Staff restored 1,500 feet of cave floor, inventoried disturbed areas and completed all required NEPA compliance through the Environmental Impact Analysis interdisciplinary team.

GEOLOGICAL RESOURCES – CAVE RESOURCES

NPS Servicewide Mission Goal IaO9B

By September 30, 2005, the natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Park Long-Term Goal IaO9B (CAVE-11)

By September 30, 2005, the natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Park Annual Goal IaO9B (CAVE-11)

By September 30, 2003, 100.84 (69.6%) of 145 miles of known karst system in Carlsbad Caverns National Park are maintained in relatively pristine condition. (Note: Relatively pristine refers to less than 5% of cave features are impacted).

- Prior to any restoration work beginning, the resource disturbance must be inventoried, mapped and the work prioritized. Additionally, routine protection of the cave resource, such as cleaning and maintaining trails, removing hazardous materials and upgrading the electrical system, will continue.

ACHIEVEMENTS

| | | |
|--------------------|------------------|----------|
| Goal was achieved. | ONPS - \$511,000 | FTE 9.72 |
|--------------------|------------------|----------|

ACCOMPLISHMENTS

- Park staff removed hazardous material and unnecessary electrical equipment, cleaned and maintained trails, performed preventative maintenance, and removed litter within the cavern.
- The Carlsbad Cavern Resource Protection Plan was completed.
- Staff coordinated the work of volunteers on a variety of projects including cave pool cleaning, lint removal and baseline data collection.
- New caves were discovered, cave inventories were completed and all compliance was done for proposed federal actions within park caves.
- Park staff provided safety and orientation training to all groups entering backcountry caves.
- All cave-related research was coordinated and overseen by park staff.
- The park did not restore any speleothems this fiscal year.

NATURAL RESOURCE INVENTORIES

NPS Servicewide Mission Goal IbO1

By September 30, 2005, the National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

Park Long-Term Goal IbO1 (CAVE-12)

By September 30, 2005, the National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

Park Annual Goal IbO1 (CAVE-12)

By September 30, 2003, two (35%) of the six primary natural resource inventories identified in the FY95 Resource Management Plan for Carlsbad Caverns National Park (plant species, herpetological, small mammals, nesting birds, cave invertebrates and soil mapping) are completed.

- The staff will list and prioritize species classes/groups for inventory, list methods and priorities for inventories, and develop inventory survey standards for biotic community types.

ACHIEVEMENTS

Goal was achieved.

ONPS - \$81,000

FTE 1.20

ACCOMPLISHMENTS

- Park staff participated extensively in the Chihuahuan Desert Network (CDN) Inventory and Monitoring network activities and have assumed the technical committee chair as well and the Board of Directors Chair.
- Staff coordinated a major herpetological inventory initiative and high-altitude bird survey this fiscal year.

ARCHEOLOGICAL BASELINE

NPS Servicewide Mission Goal Ib2A

By September 30, 2005, Archeological sites inventoried and evaluated are increased by 30% (from FY1999 baseline of 48,188 sites to 62,644).

Park Long-Term Goal Ib2A (CAVE-13)

By September 30, 2005, Archeological sites inventoried and evaluated are increased by 30% (from FY1999 baseline of 48,188 sites to 62,644).

Park Annual Goal Ib2A (CAVE-13)

By September 30, 2003, the number of Carlsbad Caverns National Park archeological sites inventoried, evaluated and listed on the National Park Service Archeological Sites Management Information System (ASMIS) is not increased.

- Inventorying existing sites, determining methods and prioritization for inventories and evaluations, and preparing project statements and funding requests will be completed before actual assessments begin.

ACHIEVEMENTS

| | | |
|--------------------|-----------------|----------|
| Goal was achieved. | ONPS - \$49,000 | FTE 0.37 |
|--------------------|-----------------|----------|

ACCOMPLISHMENTS

- Park staff completed archeological surveys for the Desert Loop Road, Rattlesnake Canyon Trail, Rattlesnake Springs Road, Yucca Trail and Slaughter Canyon Trail in advance of proposed work.
- PMIS project proposals were drafted to implement a complete archeological survey of the park and one to survey Walnut Canyon.
- There is no Archeologist at Carlsbad Caverns National Park. Park staff includes one full-time Museum Specialist (annuitant; retired federal service archeologist) and one temporary part-time Museum/Archive Technician (trained as an archeologist) who also performs many of the duties of a park Archeologist. The available staff accomplishes simple, short surveys; records sites on state archeological site forms; writes statements of work; and oversees the work of contract archeologists. Sites were not added to the ASMIS database because of limited staff, time and funding.
- Assistance for entering sites into ASMIS is being sought for FY04 from the IMSO-SF.
- Goal 1b2A (CAVE-13) for FY04 will read as follows:

By September 30, 2004, the number of Carlsbad Caverns National Park archeological sites inventoried, evaluated and listed on the National Park Service Archeological Sites Management Information System (ASMIS) is increased by 20.

CULTURAL LANDSCAPE BASELINE

NPS Servicewide Mission Goal Ib2B

By September 30, 2005, Cultural Landscapes inventoried and evaluated at Level II are increased by 136.4% (from FY 1999 baseline of 110 to 260).

Park Long-Term Goal Ib2B (CAVE-36)

By September 30, 2005, Cultural Landscapes inventoried and evaluated at Level II are increased by 136.4% (from FY 1999 baseline of 110 to 260).

Park Annual Goal Ib2B (CAVE-36)

By September 30, 2003, the number of Carlsbad Caverns National Park cultural landscapes entered on the National Park Service Cultural Landscape Inventory (CLI) at Level II is increased from zero in FY99 to one.

- The IMR Cultural Landscapes staff is working with park staff to complete this process.

ACHIEVEMENTS

Goal was achieved.

ONPS - \$ -0-

FTE -0-

ACCOMPLISHMENTS

- Park staff provided research for the Cultural Landscape Inventory (CLI), reviewed and edited the CLI report and have completed the CLI Level II Inventory for Rattlesnake Springs.
- The above CLI Level II Inventory for Rattlesnake Springs has not received approval/concurrence by the park superintendent and SHPO, according to Intermountain Regional personnel (Cowley).

HISTORIC STRUCTURES BASELINE

NPS Servicewide Mission Goal Ib2C

By September 30, 2005, 100% of the historic structures have updated information (FY1999 baseline 24,225 of 24,225).

Park Long-Term Goal Ib2C (CAVE-14)

By September 30, 2005, 100% of the historic structures have updated information (FY1999 baseline 24,225 of 24,225).

Park Annual Goal Ib2C (CAVE-14)

By September 30, 2003, 18 (60%) of Carlsbad Caverns National Park historic structures on the FY99 List of Classified Structures (LCS) have updated information in their LCS records.

- The cultural resources and maintenance staffs will work towards accomplishing this goal. Project statements and funding requests to acquire the proper documentation and condition assessments will be prepared.

ACHIEVEMENTS

| | | |
|------------------------|-----------------|----------|
| Goal was not achieved. | ONPS - \$37,000 | FTE 0.62 |
|------------------------|-----------------|----------|

ACCOMPLISHMENTS

- Park staff consulted on 10 internal maintenance projects and consulted with SHPO on five park projects that required SHPO compliance.
- The Maintenance division did not dedicate funds or FTEs toward this GPRA goal in FY03.
- Work was accomplished at the park level to update the information in the LCS records, but has not been submitted for input into the database. This item will be accomplished in FY04.

Reason for not achieving this goal:

We overestimated our performance capability, and due to a lack of staff and the reorganization/move of the museum collection and Bally building this goal/task was not achieved.

No LCS records were updated on the database nor certified to the Regional Director for approval in FY03.

MUSEUM COLLECTIONS

NPS Servicewide Mission Goal Ib2D

By September 30, 2005, museum objects cataloged are increased by 35.9% (from FY1999 baseline of 37.3 million to 50.7 million).

Park Long-Term Goal Ib2D (CAVE-15)

By September 30, 2005, museum objects cataloged are increased by 35.9% (from FY1999 baseline of 37.3 million to 50.7 million).

Park Annual Goal Ib2D (CAVE-15)

By September 30, 2003, 285,325 (30%) of the 951,083 objects in the Carlsbad Caverns National Park museum collection are cataloged and submitted to the National Catalog.

- The greatest increase in cataloging will be over the next five years in archives. The NPS estimates that each linear foot of archival materials equals 1,600 individual objects. An archival survey conducted in FY99 indicated an estimated 600 linear feet of archival material to be organized, inventoried and cataloged.

ACHIEVEMENTS

| | | |
|------------------------|-----------------|----------|
| Goal was not achieved. | ONPS - \$72,000 | FTE 1.70 |
|------------------------|-----------------|----------|

ACCOMPLISHMENTS

- The FY02 catalog of objects was submitted to the National Catalog.
- Park staff catalogued 76,649 objects this year—an increase of 209 over last year.
- Staff drafted PMIS project proposals to secure funding for museum-related projects.
- The park is going to re-evaluate this goal in FY04.

Reason for not achieving this goal:

The park overestimated its ability to accomplish this goal and no funding was available in FY03 to hire PFT archival personnel. The entire museum collection was packaged and moved (twice) to its ultimate home in a new Bally building collection facility in Carlsbad.

ETHNOGRAPHIC RESOURCES BASELINE

NPS Servicewide Mission Goal Ib2E

By September 30, 2005, ethnographic resources inventory is increased 634% (from FY1999 baseline of 400 to 2,938).

Park Long-Term Goal Ib2E (CAVE-16)

By September 30, 2005, ethnographic resources inventory is increased 634% (from FY1999 baseline of 400 to 2,938).

Park Annual Goal Ib2E (CAVE-16)

By September 30, 2003, the number of Carlsbad Caverns National Park ethnographic resources inventoried, evaluated and entered on the National Park Service Ethnographic Resources Inventory (ERI) is zero.

- Basic information must be gathered prior to work beginning. This includes consultation with affiliated Native American groups.

ACHIEVEMENTS

Goal was achieved.

ONPS - \$18,000

FTE 0.11

ACCOMPLISHMENTS

- Park staff provided research for an ongoing ethnographic study, and reviewed the draft statement of work for an ethnographic study contract.

HISTORIC RESEARCH BASELINE

NPS Servicewide Mission Goal Ib2F

By September 30, 2005, 31% of parks have historical research that is current and completed to professional standards (117 of 379).

Park Long-Term Goal Ib2F (CAVE-17)

By September 30, 2005, 31% of parks have historical research that is current and completed to professional standards (117 of 379).

Park Annual Goal Ib2F (CAVE-17)

By September 30, 2003, Carlsbad Caverns National Park's Historic Resource Study (HRS) and Administrative History are completed to professional standards and current (approved since 1980).

- No work on the studies will be completed this year. Funding requests will be submitted to complete the studies in the future.

ACHIEVEMENTS

| | | |
|------------------------|-----------------|----------|
| Goal was not achieved. | ONPS - \$27,000 | FTE 0.45 |
|------------------------|-----------------|----------|

ACCOMPLISHMENTS

- Resources Stewardship and Science (RS&S) staff developed PMIS project proposals to fund future historic resource studies.

Reason for not achieving this goal:

There were no studies completed this year. Funding requests will be submitted to complete the studies in the future.

GOAL CATEGORY II

PROVIDE FOR THE PUBLIC ENJOYMENT & VISITOR EXPERIENCE OF PARKS



VISITOR SATISFACTION

NPS Servicewide Mission Goal IIal

By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

Park Long-Term Goal IIal (CAVE-19)

By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

Park Annual Goal IIal (CAVE-19)

By September 30, 2003, 99% of Carlsbad Caverns National Park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

- Everything from road signs, visitor orientation and information, clean restrooms, interpretive programs and optional activities are designed to help meet this goal. Using the information provided in the annual visitor survey for FY02, the park received a 99% visitor satisfaction score.

ACHIEVEMENTS

| | | |
|------------------------|--|-----------|
| Goal was not achieved. | ONPS - \$1,413,000 FEE - \$ 568,000 | FTE 38.65 |
|------------------------|--|-----------|

ACCOMPLISHMENTS

- The park had a 98% visitor satisfaction score. The visitor center will be going through a major rehabilitation in FY05 that should improve this score.
- The Stewardship Education and Visitor Services (SE&VS) division provided general orientation and information, cave tour orientation and elevator operations for 382,334 visitors.
- Elevators are operational (with the exception of mandated/required scheduled maintenance and inspections) and clean; trails were repaired; and buildings and visitor center restrooms were well maintained.
- The Resources Stewardship and Science (RSS) division staff reviewed interpretive literature for accuracy, conducted search, rescue training for park staff, and issued over 200 backcountry cave permits to the public.

Reason for not achieving this goal:

During the survey, the passenger elevators were not working. Visitors had to use the freight elevators, which resulted in longer lines to enter and exit the cave.

VISITOR SAFETY

NPS Servicewide Mission Goal IIa2

By September 30, 2005, the visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days (a 16% decrease from the FY1992-1996 baseline of 9.48 per 100,000 visitor days).

Park Long-Term Goal IIa2 (CAVE-20)

By September 30, 2005, the visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days (a 16% decrease from the FY1992-1996 baseline of 9.48 per 100,000 visitor days).

Park Annual Goal IIa2 (CAVE-20)

By September 30, 2003, the number of Carlsbad Caverns National Park accidents/incidents is reduced from the FY92-96 five-year annual average of 4.2 to 4.

- By maintaining facilities, providing safety information as part of orientations and having highly trained members of the staff ready to assist when needed, the park plans on reducing its accident/incident rate.

ACHIEVEMENTS

| | | |
|--------------------|--------------------|-----------|
| Goal was achieved. | ONPS - \$1,000,000 | FTE 13.21 |
|--------------------|--------------------|-----------|

ACCOMPLISHMENTS

- The park experienced three accidents/incidents this year—a broken foot, a broken arm and a back injury. These were all due to persons not paying attention to their surroundings. The park has greatly improved its reporting system and constantly reevaluates its safety/emergency procedures.
- Elevators were maintained to industry standards, asphalt roads and parking areas were maintained, gravel roads graded, and grounds and picnic areas maintained.

VISITOR UNDERSTANDING AND APPRECIATION

NPS Servicewide Mission Goal IIb1

By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.

Park Long-Term Goal IIb1 (CAVE-21)

By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.

Park Annual Goal IIb1 (CAVE-21)

By September 30, 2003, 85% of Carlsbad Caverns National Park visitors understand and appreciate the significance of the park.

- The FY02 survey shows that 85% of park visitors understand and appreciate the park.

ACHIEVEMENTS

| | | |
|--------------------|------------------|-----------|
| Goal was achieved. | ONPS - \$973,000 | FTE 18.70 |
|--------------------|------------------|-----------|

ACCOMPLISHMENTS

- This goal is hard to quantify. The visitor survey cards are not very clear to the visitors using them.
- The Stewardship Education and Visitor Services (SE&VS) division provided 3,798 interpretive programs for park visitors. Programs ranged from self-guided and ranger-guided tours, Bat Flight programs, demonstrations, audio-visual programs and programs targeted specifically at children.
- Ranger-guided tours, funded by a cost-recovery Fee Interpretation program, included lantern tours, flashlight tours and adventure caving tours.
- Eighty-nine percent of surveyed visitors revealed an understanding and appreciation for the significance of Carlsbad Caverns National Park. This was an improvement by over 4% from the previous year.
- Cave Resources staff members provided information for the interpretive staff through *Canyons & Caves*. These newsletters were produced to keep park staff and other interested parties aware of recent research and other important stewardship information.
- Resources Stewardship and Science (RS&S) division staff presented educational papers at conferences, completed 20 Cultural "Send Me's," developed a poster presentation (*Plants Then and Now*) and provided extensive training on natural and cultural resources stewardship to park staff and the public.
- RS&S staff contributed 32 articles and four newsletters in an effort to communicate vital resource information to a broad audience.
- VIPs and SCAs were used to accomplish this goal.

EDUCATIONAL PROGRAMS

NPS Servicewide Mission Goal Iib1X

By September 30, 2005, 95% of students participating in NPS formal educational programs understand America's cultural and natural heritage as preserved by National Park Service and its Programs.

Park Long-Term Goal Iib1X (CAVE-22)

By September 30, 2005, 95% of students participating in NPS formal educational programs understand America's cultural and natural heritage as preserved by National Park Service and its Programs.

Park Annual Goal Iib1X (CAVE-22)

By September 30, 2003, 85% of 11,000 participants in formal Carlsbad Caverns National Park educational programs understand America's cultural and natural heritage as preserved by the National Park Service and its programs.

- The park has an active Junior Ranger program, a Senior Outreach program and a student Shadow program. Park staff provides training for teachers and customized educational programs. The Toyota Foundation provided seed money to start the Chihuahuan Desert Lab, a curriculum-based program at the Carlsbad High School.

ACHIEVEMENTS

Goal was achieved.

ONPS - \$165,000

FTE 6.09

ACCOMPLISHMENTS

- The park provided 10 different types of programs consisting of, but not limited to, teacher workshops, children's summer camps (ParKids), classroom activities, on-site preschool activities, on-site pre-visit programs and off-site senior programs.
- Resources Stewardship and Science (RS&S) division staff presented ParKids programs, conducted educational programs, and provided background information for Stewardship Education and Visitor Services (SE&VS) staff.

GOAL CATEGORY III:

Carlsbad Caverns does not Report on this Goal.

GOAL CATEGORY IV

ENSURE ORGANIZATIONAL EFFECTIVENESS



PERSONAL PROPERTY MANAGEMENT

NPS Servicewide Mission Goal IVaO

By September 30, 2005, the National Park Service uses current management practices, systems and technologies to accomplish its mission.

Park Long-Term Goal IVaO (CAVE-33)

By September 30, 2005, the National Park Service uses current management practices, systems and technologies to accomplish its mission.

Park Annual Goal IVaO (CAVE-33)

By September 30, 2003, 40% of Carlsbad Caverns National Park personal property management will be fully accounted through utilization of Fixed Assets Subsystem.

- All personal property accountability records and all required documentation to support the entries, changes and deletions in the Fixed Assets Subsystem are maintained.

ACHIEVEMENTS

Goal was achieved.

ACCOMPLISHMENTS

- The park achieved the goal of fully accounting for 40% of personal property management through utilization of the Fixed Assets Subsystem.
- Managers and supervisors were given the required documentation, reports and assistance to accomplish this goal.
- All required documentation and forms were completed and sent to the Intermountain Region.

WORKFORCE DEVELOPMENT & PERFORMANCE

NPS Servicewide Mission Goal IVa3A

By September 30, 2005, 100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Park Long-Term Goal IVa3A (CAVE-23)

By September 30, 2005, 100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Park Annual Goal IVa3A (CAVE-23)

By September 30, 2003, 51 (60%) of 85 Carlsbad Caverns National Park permanent and term employees performance agreements are linked to appropriate strategic and annual performance goals and position competencies.

- This goal is designed to ensure that employees have the knowledge, skills and abilities that are vital to perform effectively at their level in a given career field.
- To increase the number of underrepresented employees in the targeted series, the park plans to work with other NPS areas to share resources, identify specific positions that could be used for diversity recruitment, use special hiring authorities, etc.

ACHIEVEMENTS

Goal was achieved.

ACCOMPLISHMENTS

- Presented training sessions to Stewardship Education and Visitor Services (SE&VS) staff dealing with employee performance standards (writing, rating and appraising employee performance) and individual development plans.
- One-hundred percent of the permanent and term employees' performance standards are linked to the appropriate park GPRA strategic and annual performance goals.
- Managers and supervisors were provided information on writing and rating performance standards for their employees.

WORKFORCE DIVERSITIES

NPS Servicewide Mission Goals IVa4A through IVa4D.

ACHIEVEMENTS

Parks no longer report to these goals, WASO reports to the diversity goals.

ACCOMPLISHMENTS

Quarterly accomplishment reports are sent to the Intermountain Regional Equal Opportunity Office. Continued with current recruitment strategies and looked towards developing new strategies to attract highly qualified applicants:

- Worked with other NPS areas to increase the diversity of the park's seasonal workforce.
- Worked with park managers and supervisors to identify positions that could be used for diversity recruitment efforts.
- Continued to work with managers and supervisors to increase diversity in our permanent workforce.
- Attended a career fair at NMSU – Carlsbad and a local interagency career fair.
- By the end of 2004, the park hopes to fill at least two positions in the EEO target positions.
- Determine civilian workforce composition to identify potential candidate pools, identify under-represented areas and work with EEO and others to increase pools of qualified candidates including persons identified with physical and mental challenges.
- Continue to participate in high school and college-level career fairs to advertise the benefits of working for the NPS.
- Continue to work with managers and supervisors to keep them abreast of various appointing authorities, especially the student employment authority that has been the most successful in meeting our diversity goals (goals were met for FY00).
- Insure that merit principles are followed in accomplishing all staffing, recruitment and related actions.

EMPLOYEE LOST-TIME INJURY RATE

NPS Servicewide Mission Goal IVa6A

By September 30, 2005, the NPS employee lost-time injury rate will be at or below 4.49 per 200,000 labor hours worked (100 FTE).

Park Long-Term Goal IVa6A (CAVE-28)

By September 30, 2005, the NPS employee lost-time injury rate will be at or below 4.49 per 200,000 labor hours worked (100 FTE).

Park Annual Goal IVa6A (CAVE-28)

By September 30, 2003, employee lost-time injuries at Carlsbad Caverns National Park are maintained at the FY92-FY96 five-year average of four.

- The goal is to decrease the lost-time injury rate through inspections, training and increased safety awareness.

ACHIEVEMENTS

Goal was achieved.

ACCOMPLISHMENTS

- According to available data, the park only had two lost-time accidents in FY03.
- Several inspections, training and increased safety awareness helped the park accomplish/exceed this goal.

CONTINUATION OF PAY HOURS

NPS Servicewide Mission Goal IVa6B

By September 30, 2005, the servicewide total number of hours of Continuation of Pay (COP) will be at or below 51,100.

Park Long-Term Goal IVa6B (CAVE-29)

By September 30, 2005, the servicewide total number of hours of Continuation of Pay (COP) will be at or below 51,100.

Park Annual Goal IVa6B (CAVE-29)

By September 30, 2003, the Carlsbad Caverns National Park total number of hours of Continuation of Pay (COP) will be at or below the FY-92 – FY-96 five year annual average of 361.80.

- Alternative work assignments, use of family doctors instead of the emergency room (where appropriate), training and increased safety awareness are methods the park plans to use to decrease the COP rate.

ACHIEVEMENTS

Goal was not achieved.

ACCOMPLISHMENTS

- In FY03, the park had a total of 477 hours of Continuation of Pay (COP), which is 115.20 hours above the five-year annual average of 361.80 hours.
- Training and increased safety awareness at the park will helped decrease the COP rate for the park and help us achieve this goal.
- The park had only two lost-time injuries this year.

Reason for not achieving this goal:

The park did not meet this goal due to previous injuries.

Actual data was not available to the park, because employees first used sick leave than changed to COP. In addition, the park did not know if OWCP approved the COP until the last minute.

VOLUNTEER HOURS

NPS Servicewide Mission Goal IVb1

By September 30, 2005, increase by 44.7% the number of volunteer hours (from 3.8 million hours in 1997 to 5.5 million hours).

Park Long-Term Goal IVb1 (CAVE-31)

By September 30, 2005, increase by 44.7% the number of volunteer hours (from 3.8 million hours in 1997 to 5.5 million hours).

Park Annual Goal IVb1 (CAVE-31)

By September 30, 2003, the number of Carlsbad Caverns National Park volunteer hours is increased from 17,104 in FY97 to 18,130 (6%) increase.

- Volunteers play an important role at Carlsbad Caverns National Park. They help accomplish many of the goals already mentioned. The park will continue to assess needs, identify areas where volunteers can help, recruit and train these volunteers, and recognize their contributions in protecting the resource.

ACHIEVEMENTS

Goal was not achieved.

ACCOMPLISHMENTS

- For FY03, volunteers donated 14,908 hours, a 21% increase over FY02.
- Among other accomplishments, volunteers spent many hours in the field collecting data; transcribing oral histories; compiling research data; surveying, exploring and restoring miles of cave passage; and assisting thousands of visitors.
- Of special note, through a collaborative effort with many agencies and donors, more than 60 children from local communities attended summer day camps. During these camps, they developed their writing and artistry skills with the guidance of park employees and adult volunteers to produce an educational publication called *ParKids Magazine*. The magazine is distributed free in the area and to park visitors.
- Through a special program, an artist and a photographer taught drawing and photography of the plants and geographic features found in the park.

Reason for not achieving this goal:

The annual goal was set too high for the park to achieve it (21% increase over FY02 annual goal). This goal will be readjusted for FY04.

CASH DONATIONS

NPS Servicewide Mission Goal IVb2A

By September 30, 2005, cash donations are increased by 3.6% (from \$14,476 million in 1998 to \$15 million).

Park Long-Term Goal IVb2A (CAVE-32)

By September 30, 2005, cash donations are increased by 3.6% (from \$14,476 million in 1998 to \$15 million).

Park Annual Goal IVb2A (CAVE-32)

By September 30, 2003, cash donations to Carlsbad Caverns National Park are maintained at the FY99 level of \$17,639.

- A donation box is located in the visitor center.

ACHIEVEMENTS

Goal was not achieved.

ACCOMPLISHMENTS

- \$4,418.99 was donated to the park in FY03.
- The park account has \$17,631.26, missing the goal by \$7.74.

Reason for not achieving this goal:

This goal will be reevaluated in FY04.

COOPERATING ASSOCIATIONS

NPS Servicewide Mission Goal IVb2C

By September 30, 2005, the value of donations, grants, and services from Cooperating Associations is increased by 35% (from \$19 million in 1997 to \$25.6 million).

Park Long-Term Goal IVb2C (CAVE-34)

By September 30, 2005, the value of donations, grants, and services from Cooperating Associations is increased by 35% (from \$19 million in 1997 to \$25.6 million).

Park Annual Goal IVb2C (CAVE-34)

By September 30, 2003, the cash value of in-kind donations, grants and services to Carlsbad Caverns National Park from the Carlsbad Caverns Guadalupe Mountains Association is increased from \$28,900 in FY97 to \$65,000 (125%).

- A Scope of Sales agreement has been approved. This will help decrease inventory levels, freeing up funds for park uses.

ACHIEVEMENTS

Goal was achieved.

ACCOMPLISHMENTS

- The park's cooperating association, Carlsbad Caverns–Guadalupe Mountains Association (CCGMA), donated \$93,765 to the park in support of 29 interpretive projects. Funding covered printing the park newspaper, Junior Ranger materials, interpretive materials, bilingual educational materials, SCAs, library materials, and a photographer to take public domain photographs of cave tour areas.
- The audio guide program is supported and staffed by CCGMA.

SUMMARY

| GOAL # | PARK # | GOAL TITLE | ACHIEVED | NOT ACHIEVED | REASON |
|--------|--------|-----------------------------------|----------|--------------|---|
| IaO | 30 | Natural Fire | X | | No prescribed fires this year, still working on the Fire Management Plan (FMP). FMP meetings and open houses with the public were accomplished this year. |
| Ia1A | 01 | Disturbed Land Restoration | | X | Although no lands were restored, all identified disturbed lands were monitored for exotic plants and erosion. |
| Ia1B | 02 | Exotic Vegetation Species | X | | Exotic plants on twelve (10%) of targeted lands were treated. Staff monitored new infestations and prepared the exotic plant removal work plan for FY04. |
| Ia2B | 03 | Threatened & Endangered Species | X | | The federally endangered Lee's pincushion cactus population is determined to be stable. |
| Ia2X | 04 | Native Species of Special Concern | X | | Prepared a Biological Assessment for three federally listed species and determined to be at scientifically acceptable levels. |
| Ia3 | 35 | Air Quality | X | | No monitoring station at the park. Attended the NPS Air Quality conference and assisted contractors with a park emissions inventory. |
| Ia4 | 05 | Water Quality | X | | The water supply is monitored and to date has had no water quality problems. |
| Ia5 | 06 | Historic Structures | | X | No updates in LCS database recorded in FY03. All historic structures listed on the 1999 LCS are in good condition. |

| | | | | | |
|-------|----|-------------------------------------|---|---|--|
| Ia6 | 07 | Park Museum Collections | X | | Preservation and protection standards for the park museum collection are met (57%). |
| Ia7 | 08 | Cultural Landscapes | X | | Park cultural landscapes on the 1999 CLI are in good condition. |
| Ia8 | 09 | Archeological Site Maintenance | X | | ASMIS report and developed funding proposals to assist staff in data management. |
| Ia9B | 10 | Geological Resources – Cave Floors | X | | Staff restored 1,500 feet of cave floor, inventoried disturbed areas. Completed all required NEPA compliance. |
| IaO9B | 11 | Geologic Resources – Cave Resources | X | | Cave features are maintained (karst system) in relatively pristine condition. |
| IbO1 | 12 | Natural Resource Inventories | X | | Two of the primary inventories identified in the resource management plan are complete. |
| Ib2A | 13 | Archeological Baseline | X | | The number of archeological sites listed on the ASMIS was not increased. |
| Ib2B | 36 | Cultural Landscape Baseline | X | | Completed the CLI Level II Inventory for Rattlesnake Springs. |
| Ib2C | 14 | Historic Structures Baseline | | X | Work was accomplished at the park level to update the information in LCS records. No records were updated in LCS database. |
| Ib2D | 15 | Museum Collections | | X | No funding available for hiring archival personnel. The FY02 catalog of objects was submitted to the National Catalog. |
| Ib2E | 16 | Ethnographic Resources Baseline | X | | Provided research for ongoing study. Reviewed draft statement of work for an ethnographic study contract. |
| Ib2F | 17 | Historic Research Baseline | | X | RS&S staff developed PMIS project proposals to fund future historic resource studies. |

| | | | | | |
|-------------------|----|--|---------------------------------------|---------------------------|--|
| IIa1 | 19 | Visitor Satisfaction | | X | The park had a 98% visitor satisfaction score. |
| IIa2 | 20 | Visitor Safety | X | | The park experienced three visitor accidents this year. |
| IIb1 | 21 | Visitor Understanding and Appreciation | X | | The SE&VS staff provided 3,798 interpretive programs for park visitors (98%). |
| IIb1X | 22 | Educational Programs | X | | The park provided 10 different types of formal educational programs. |
| IVaO | 33 | Personal Property Management | X | | Exceeded the 40% goal of fully accountable personal property management through utilization of the Fixed Assets Subsystem. |
| IVa3A | 23 | Workforce Development & Performance | X | | 100% of permanent and term employees' performance standards were completed and linked to the appropriate park PMIS goal. |
| IVa4A thru. IVa4D | | Workforce Diversities | Park no longer reports to these goals | WASO reports on this goal | Develop new recruitment strategies to attract highly qualified applicants. |
| IVa6A | 28 | Employee Lost-Time Injury Rate | X | | Records indicate the park only had two lost-time accidents in FY03. |
| IVa6B | 29 | Compensation of Pay Hours | | X | 477 hours of COP—this is 115.20 hours above the five-year annual average of 361.80 hours. |
| IVb1 | 31 | Volunteer Hours | | X | Volunteers donated 14,908 hours, a 21% increase over FY02. |
| IVb2A | 32 | Cash Donations | | X | The park account has \$17,631.26; missed goal by \$7.74. |
| IVb2C | 34 | Cooperating Associations | X | | The park's cooperating association (CCGMA) donated \$93,765 to the park. |
| Total | | | 22/31 | 9/31 | |